

DECLARATION OF ANN GOODRICH IN SUPPORT OF STATEMENT OF
QUALIFICATIONS UNDER SECTION 109(C)

EXHIBIT A

The following highlights some of the changes either negotiated or imposed over the past four fiscal years for employee groups:

Stockton City Employees Association: 2011 changes imposed via temporary imposed actions and subject to litigation challenges

- Furlough starting at 80 hours in FY08-09, increased to 96 hours in FY09-10, FY10-11 and FY11-12
- Forfeited COLAs of 2.5% at 7/1/10 and 2.5% at 7/1/11
- Employees pay Employee Share of CaiPERS contribution, or 7% starting 8/1/11
- Modifications to medical plan over past two years, including higher deductibles, medical design changes from 100% to 80%, and City share of premium capped at fixed dollar amount in 2011.
- Temporary elimination of longevity 2.5% Add pay and 3% education incentive pay (2011). Made permanent in 2012
- Forfeited COLA's of 2.5% in 7/1/12, 2.5% in 7/1/13.
- Forfeited City contribution to deferred compensation of 1.5% in 7/1/12 and 1.5% in 7/1/13
- Furlough of 62 hours in FY 12/13 (3% salary reduction)
- Elimination of retiree medical benefits
- Elimination or reduction of cash out of unused sick leave at separation
- Reductions in holidays and holiday pay,
- Reduction in sick leave benefit, restrictions on sick leave use and reduction in use for family illness
- Reduction in vacation leave benefits, reduction in amount of vacation that can be accrued, elimination of annual vacation cash out, deferral of payment of unused vacation at separation
- New retirement tier that had lower formula, and eliminated retirement credit for sick leave, eliminated all optional benefits
- Reduction of Long vity pay by 1%, then elimination of balance in 6/30/13
- Changes in overtime practices that reduce amount of pay for overtime, eliminated double time, reduced standby pay, reduced overtime pay for holidays

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- Reduced life insurance benefits
- Reduced long term disability benefits
- Agreed to waive all damages and back pay from 2011 imposition of fiscal emergency concessions
- No increase in compensation in FY 12/13,
- Employees pick up increase in health insurance costs 7/1/12

Firefighters Union and Fire Management

- Elimination of COLAs: 3.68% for 7/1/08, 8.5% for 7/1/09, no COLAs through 6/30/12 (4.5-8.5%)
- Creation of second PERS tier for new hires (3%@55 in 2011)
- Employees pay PERS share of 9% starting 8/1/11
- Limits on numbers of staff qualifying for paramedic pay if not operationally required to act in that capacity (FY09-10)
- Eliminated minimum staffing requirements (FY11-12}
- Uniform allowance suspended in 2009, 50% reduction for 2010
- Modifications to medical plan over past two years, including higher deductibles, medical design changes from 100% to 80%, and City share of premium capped at fixed dollar amount
- Reduction of sick days from 15 to 12, reduction in vacation leave accruals, change in sick leave cash out at retirement, change in leave practice to reduce overtime in 2011
- Eliminate longevity vacation benefits 2011
- Eliminate tiller pay and unassigned paramedic pay for future employees 2011
- Eliminated longevity pay and grandfathered in current incumbents with a 2.5% reduction in longevity pay in 2011
- Eliminated educational incentive benefit of 3% effective August 2011
- Agreed to waive all back pay damages from 2010 emergency actions
- Elimination of retiree medical benefits
- Elimination or reduction of cash out of unused sick leave at separation
- Reductions in holidays and holiday pay,
- Imposed restrictions on sick leave use and reduction in use for family illness
- elimination of annual vacation cash out, deferral of payment of unused vacation at separation
- New retirement tier that had lower formula, and eliminated retirement credit for sick leave, eliminated all optional benefits
- Reduction of Longevity pay by 4%, then elimination of balance in 6/30/13 for current employees
- Changes in overtime practices that reduce amount of pay for overtime, eliminated double time, reduced standby pay, reduced overtime pay for holidays

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- Reduced life insurance benefits
- Reduced longterm disability benefits
- Reduced, and/or then eliminated certain Add Pays (Tiller Pay, Paramedic Pay, Unassigned Paramedic Pay for current employees)
- No increase in compensation in FY 12/13,
- Employees pick up increase in health insurance costs 7/1/12

Stockton Police Officers Association: 2010 and 2011 changes imposed via Emergency temporary imposed actions and subject to litigation challenge

- 6.5% total furlough deduction for FY09-10, reduced to 3% starting FY10-11, FY11-12
- Waive 2.5% COLA for 7/1/09,suspended 3% COLA in 2010
- Reduce uniform allowance by 50% (FY09-10); COLA's in 2010 and 2011 temporarily suspended. Made Permanent in 2012
- Suspension of 2% City deferred comp contribution and 2% City retiree medical savings plan contribution (FY10-11 and FY11-12)
- Temporary suspension of master officer 5% pay and 3% education incentive pay 2011, Made permanent in 2012
- Temporary suspension of longevity pay for new hires, temporary 5% reduction in Longevity Pay for incumbent employees 2011 . Made Permanent in 2012
- Modifications to medical plan over past two years, including higher deductibles, medical design changes from 100% to 80%, and City share of premium capped at fixed dollar amount
- Employees pay PERS share of 9% starting 8/1/11
- Furlough of 62 hours in FY 12/13 (3% salary reduction)
- Elimination of retiree medical benefits and elimination of Retiree medical Trust payments
- Elimination or reduction of cash out of unused sick leave at separation
- Reductions in holidays and holiday pay,
- Reduction in sick leave benefit, restrictions on sick leave use and reduction in use for family illness
- Reduction in vacation leave benefits, reduction in amount of vacation that can be accrued, elimination of annual vacation cash out, deferral of payment of unused vacation at separation
- New retirement tier that had lower formula, and eliminated retirement credit for sick leave, eliminated all optional benefits
- Reduction of Longevity pay by 4% for current employees.
- Changes in overtime practices that reduce amount of pay for overtime, eliminated double time, reduced standby pay, reduced overtime pay for holidays, reduced court call back minimums

- Reduced life insurance benefits
- Changed payment for long term disability benefits that reduced officer pay
- Reduced certain premium or Add Pays
- Agreed to waive all damages and back pay from 2010 and 2011 imposition of fiscal emergency concessions
- Agreed to resolve various lawsuits between the parties
- No increase in compensation in FY 12/13,
- Employees pick up increase in health insurance costs 7/1/12

Operating Engineers Local 3 (Water Supervisors, Trades unit and Operations and Maintenance units:

- 4.62% total furlough deduction for FY09-10, FY11-12
- Elimination of Retiree medical for new hires and new pension tier for new hires at 2@60 formula with 3 year final salary average
- Reduction in sick leave accruals, reduction in sick leave cash outs, reduction in vacation accruals, suspended vacation sell back
- Elimination of 3% education incentive pay 8/1/2011
- Longevity Pay eliminated for employees as of 7/2011 and existing employees grandfathered in at current levels
- Modifications to medical plan over past two years, including higher deductibles, medical design changes from 100% to 80%, and City share of premium capped at fixed dollar amount
- Elimination of extra compensation for employees on Workers Compensation
- Employees pay PERS share of 7% starting 8/1/11 (Trades 5.5% in 2010, 1.5% in 2011)
- Furlough of 62 hours in FY 12/13 (3% salary reduction)
- Elimination of retiree medical benefits
- Elimination or reduction of cash out of unused sick leave at separation
- Reductions in holidays and holiday pay,
- Reduction in sick leave benefit, restrictions on sick leave use and reduction in use for family illness
- Reduction in vacation leave benefits, reduction in amount of vacation that can be accrued, elimination of annual vacation cash out, deferral of payment of unused vacation at separation
- New retirement tier that had lower formula, and eliminated retirement credit for sick leave, eliminated all optional benefits
- Reduction of Longevity pay by 1%, then elimination of balance in 6/30/13

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- Changes in overtime practices that reduce amount of pay for overtime, eliminated double time, reduced standby pay, reduced overtime pay for holidays
- Reduced life insurance benefits
- Reduced longterm disability benefits
- No increase in compensation in FY 12/13,
- Employees pick up increase in health insurance costs 7/1/12

Unrepresented Employees:

- 3.85% furlough in FY 08/09A. 62% furlough for FY09-10, FY 10/11 and FY11-12
- Elimination of 2.5% COLAs in 2010 and 2011
- Elimination of Retiree medical for new hires and new pension tier for new hires at 2@60 formula with 3 year final salary average
- Reduction in sick leave accruals, reduction in sick leave cash outs, reduction in vacation accruals, suspended vacation sell back
- Elimination of 3% education incentive pay 8/1/2011
- 2.5% Longevity Pay eliminated for employees as of 7/2011 and existing employees grandfathered in at current levels
- Modifications to medical plan over past two years, including higher deductibles, medical design changes from 100% to 80%, and City share of premium capped at fixed dollar amount
- Elimination of extra compensation for employees on Workers Compensation
- Employees pay PERS share of 7% starting 8/1/11
- Furlough of 62 hours in FY 12/13 (3% salary reduction)
- Elimination of retiree medical benefits
- Elimination or reduction of cash out of unused sick leave at separation
- Reductions in holidays and holiday pay,
- Imposed restrictions on sick leave use and reduction in use for family illness
- Reduction in amount of vacation that can be accrued, elimination of annual vacation cash out, deferral of payment of unused vacation at separation
- New retirement tier that had lower formula, and eliminated retirement credit for sick leave, eliminated all optional benefits
- Reduction of Longevity pay by 1%, then elimination of balance in 6/30/13
- Changes in overtime practices that reduce amount of pay for overtime, eliminated double time, reduced standby pay, reduced overtime pay for holidays
- Reduced life insurance benefits
- Reduced longterm disability benefits
- No increase in compensation in FY 12/13,

- Employees pick up increase in health insurance costs 7/1/12

Stockton Mid level Managers and Supervisory Level Employees (B and C):

- 3.85% furlough in FY 08/09, 4.62% furlough for FY09-10, FY 10/11 and FY11-12
- Elimination of COLAs in FY 10/11, FY 11/12
- Elimination of Retiree medical for new hires and new pension tier for new hires at 2@60 formula with 3 year final salary average
- Elimination of 3% education incentive pay 8/1/2011
- 2.5% Longevity Pay eliminated for employees as of 7/2011 and existing employees grandfathered in at current levels
- Modifications to medical plan over past two years, including higher deductibles, medical design changes from 100% to 80%, and City share of premium capped at fixed dollar amount
- Employees pay PERS share of 7% starting 8/1/11
- Forfeited COLA's of 2.5% in 7/1/12, 2.5% in 7/1/13.
- Forfeited City contribution to deferred compensation of 1.5% in 7/1/12 and 1.5% in 7/1/13
- Furlough of 62 hours in FY 12/13 (3% salary reduction)
- Elimination of retiree medical benefits
- Elimination or reduction of cash out of unused sick leave at separation
- Reductions in holidays and holiday pay,
- Reduction in sick leave benefit, restrictions on sick leave use and reduction in use for family illness
- Reduction in vacation leave benefits, reduction in amount of vacation that can be accrued, elimination of annual vacation cash out, deferral of payment of unused vacation at separation
- New retirement tier that had lower formula, and eliminated retirement credit for sick leave, eliminated all optional benefits
- Reduction of Longevity pay by 1%, then elimination of balance in 6/30/13
- Changes in overtime practices that reduce amount of pay for overtime, eliminated double time, reduced standby pay, reduced overtime pay for holidays
- Reduced life insurance benefits
- Reduced long term disability benefits
- No increase in compensation in FY 12/13,
- Employees pick up increase in health insurance costs 7/1/12

Stockton Police Managers Association:

- 5.5% furlough in FY 08/09, FY09-10, 4.62% FY 10/11 and FY11-12
- Elimination of 2.5% COLAs in FY 09/10 and 2.5% FY 10/11
- Elimination of Retiree medical for new hires and new pension tier for new hires at 2@60 formula with 3 year final salary average
- Elimination of 3% education incentive pay 8/1/2011
- Longevity Pay eliminated for employees as of 7/2011 and existing employees grandfathered in at with a 2.5% reduction in current Longevity pay levels
- Modifications to medical plan over past two years, including higher deductibles, medical design changes from 100% to 80%, and City share of premium capped at fixed dollar amount
- Employees pay PERS share of 9% starting {4.5% in FY 10/11, 4.5% effective 8/1/11}
- Elimination of 2% city payment to Retiree Medical Trust 8/2011
- Furlough of 62 hours in FY 12/13 (3% salary reduction)
- Elimination of retiree medical benefits
- Elimination or reduction of cash out of unused sick leave at separation
- Reductions in holidays and holiday pay,
- Reduction in sick leave benefit, restrictions on sick leave use and reduction in use for family illness
- Reduction in vacation leave benefits, reduction in amount of vacation that can be accrued, elimination of annual vacation cash out, deferral of payment of unused vacation at separation
- New retirement tier that had lower formula, and eliminated retirement credit for sick leave, eliminated all optional benefits
- Reduction of Longevity pay by 1%, then elimination of balance in 6/30/13
- Changes in overtime practices that reduce amount of pay for overtime, eliminated double time, reduced standby pay, reduced overtime pay for holidays
- Reduced life insurance benefits
- Reduced long term disability benefits
- No increase in compensation in FY 12/13,
- Employees pick up increase in health insurance costs 7/1/12